



U.S. Air Force

KEY TALKING POINTS

June 2011

Develop and Care for Airmen and Their Families

Diversity includes and involves all of us. It is one of the strengths of our Nation and Air Force. We must ensure all qualified Personnel and their families are welcome. We must also give Airmen tools to maximize their potential and opportunities to lead.

VIEW FROM THE TOP: “Across the service, we represent a broad range of diverse missions, family situations, ethnicities, faiths, races and educational backgrounds. Yet, together, this rich tapestry forms the world’s finest Air Force, drawn from the best talent that America has to offer.” – *Michael B. Donley, Secretary of the Air Force*

Diversity Defined: A composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and Mission. Diversity includes, but is not limited to, personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical/spiritual perspectives, age, race, ethnicity, and gender. (AFPD 36-70, *Diversity*, 13 Oct 10)

Key Messages: Diversity enhances creative solutions to complex problems and provides the Air Force a greater competitive edge in air, space and cyberspace. We must develop and retain a high quality Total Force, using a level playing field for all, in order to remain competitive for America’s best talent.

Diversity is a military necessity.

- Diversity encompasses the range of knowledge, skills, and backgrounds needed to prevail in a rapidly changing operational environment—it’s more than demographics.
- The Air Force mission is changing and we face requirements of increasing scope, variety and complexity. To be successful, we need a broad range of talent and experience and the best contributions from all our personnel.
- The ability to work collaboratively with many stakeholders, including international partners, will also be critical in meeting complex and emergent threats and will require greater foreign-language, regional, and cultural skills.

Diversity is a Leadership issue.

- Leaders must be committed to building an Air Force—officers, enlisted and civilians—that reflects the best of the nation we serve.
- Leaders must lead in ways that will attract and retain the best talent.
- Leaders must create an environment that promotes mutual respect and trust while promoting the development and mentorship of Airmen with different backgrounds and perspectives so they continue to grow and thrive in the Air Force.

Diversity has made our Nation and Air Force stronger...and will continue to do so.

- To remain the world’s premier Air Force, we must attract, recruit, develop, mentor and retain the best possible talent.
- Embracing each Airman’s strengths, perspectives, and capabilities will help build and sustain a diverse, inclusive culture that strengthens our service.
- For the Air Force to gain the most from diversity, Airmen must understand they are valued and have the opportunity to reach their full potential while contributing to the mission of the Air Force.

Quick Facts

- The Congressionally mandated, **Military Leadership Diversity Commission (MLDC)** made 20 recommendations, including:
 - ✓ **Specify knowledge, skills, abilities, & potential** necessary to be an effective General Officer or SrNCO
 - ✓ **Ensure mentorship at key points in a career** to educate members on the importance of complete promotion board packages
 - ✓ **Enhance members’ knowledge of career choices** to optimize making informed career choices from accession to retirement
- MLDC report <http://mldc.whs.mil/>
- According to a Mar 2011 **Internal Communication Assessment Group Diversity Survey**, **88% of Airmen believe the Air Force is doing a good/excellent job creating diversity** in the Total Force.
- Almost **40% of Airmen understand the AF definition** of diversity
- **75% of Airmen agree that it is important** for the AF to attract, recruit, develop and retain a qualified, diverse workforce.
- **63% of Airmen think AF senior leaders are committed** to improving diversity.
- **U.S. Black Engineer & Information Technology Magazine selected the United States Air Force as a Top Supporter of Historically Black Colleges and Universities for 2011.**

AIR FORCE PRIORITIES

CONTINUE TO STRENGTHEN AIR FORCE NUCLEAR ENTERPRISE
PARTNER WITH THE JOINT AND COALITION TEAM TO WIN TODAY’S FIGHT
DEVELOP AND CARE FOR AIRMEN AND THEIR FAMILIES
MODERNIZE OUR AIR AND SPACE INVENTORIES, ORGANIZATIONS AND TRAINING
RECAPTURE ACQUISITION EXCELLENCE

- AF Portal: Under AF Banner, select “Telling the Air Force Story”
- For more information on AF Diversity, go to <http://www.af.mil/diversity.asp>
- Published by SAF/PAX; DSN: 227-7300